

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1782  
TO BE ANSWERED ON 10.03.2025**

**AMENDMENT IN LAWS FOR WORKERS RIGHTS**

**†1782. SHRI VIRENDRA SINGH:**

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether there is any proposal to amend labour laws to incorporate regular employment for labourers, if so, the details thereof and if not, the reasons therefor;**
- (b) whether the Government proposes to pay for the overtime beyond eight hours work as the working hours, have been increased to twelve hours from eight hours, if so, the details thereof and if not, the reasons therefor;**
- (c) whether the Government also proposes to safeguard interest of agricultural labourers and provide life insurance and health insurance cover to them, if so, the details thereof;**
- (d) whether the Government has any provision to check and balance the exploitation of registered MGNREGA labourers; and**
- (e) if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a): The Central Government has formulated the four Labour Codes; namely the Code on Wages, 2019, the Code on Social Security, 2020, the Industrial Relations Code, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 by amalgamating, rationalizing and simplifying the existing 29 Central Acts, with a view to promote labour welfare & quality employment generation. The concept of Fixed Term Employment (FTE) has been introduced in the Code on Industrial Relations, 2020. FTE worker shall be eligible for all benefits, including gratuity available to a permanent worker proportionately according to the period of service rendered by him even if his period of employment does not extend to the required qualifying period of employment.**

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**(b): Under OSH & WC Code,2020, workers are entitled for wages at the rate of twice the rate of wages in respect of overtime work, where a worker works in an establishment or class of establishment for more than such hours of work in any day or in any week as may be prescribed by the appropriate Government and the period of overtime work shall be calculated on a daily basis or weekly basis, whichever is more favourable to such worker.**

**(c): There are various schemes such as Pradhan Mantri Fasal Bima Yojana (PMFBY) and Restructured Weather Based Crop Insurance Scheme (RWBCIS) to provide financial support to insured farmers suffering crop loss/damage arising out of natural calamities, adverse weather incidence etc., to stabilize the income of farmers etc. Under this scheme, crop insurance is provided to the insured farmers.**

**(d) & (e): The responsibility of implementation of the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) is vested with the Government of concerned States/UTs. The Ministry regularly reviews the performance of the implementation of MGNREGS in States/UTs through various forums viz., Mid-Term Review, Labour Budget meetings, Labour Budget Revision meetings, Common Review Missions, Programme Review Committee meetings, Monthly Review meeting and Central Employment Guarantee Council meetings. Further, the State Employment Guarantee Councils (SEGC) also periodically monitor the implementation of the Scheme at State level.**

**The Government has also taken the following steps for ensuring efficient implementation of the scheme as per the provisions of the Act as well as the guidelines issued from time to time:-**

- Conduct of Social audit at Gram Panchayat level.**
- Grievance Redressal Mechanism through appointment of Ombudspersons.**
- Monitoring by National Level Monitors and Central Teams.**
- Conduct of Internal Audit.**
- Monitoring through use of Area Officers App.**
- Use of National Mobile Monitoring System (NMMS) for capturing of attendance.**
- JANMANREGA App for seeking citizen feedback and information.**